

**2025-2026**

**AGREEMENT**

**By and Between**

**YAKIMA COUNTY, WASHINGTON**

**And**

**YAKIMA COUNTY PUBLIC SERVICES/COUNTY ROAD DEPARTMENT  
CLERICAL, TECHNICAL AND PROFESSIONAL  
EMPLOYEES GROUP**

**January 1, 2025, through December 31, 2026**

Yakima County hereinafter referred to as the Employer, and Yakima County Public Services/County Road Department Clerical, Technical, and Professional Employees Group, hereinafter referred to as the Union, agree to adopt this Memorandum of Agreement (MOA) and agree that the provisions of this MOA will be included as part of the 2025-2026 Collective Bargaining Agreement (CBA).

This MOA memorializes the agreements between the Employer and the Union regarding the issues described below, and the parties acknowledge that these issues have been agreed upon based on negotiated language in accordance with RCW 41.56.

The Employer and the Union agree that the provisions as set forth in this MOA supersede any conflicting provisions in the Collective Bargaining Agreement (CBA) covering the period of January 1, 2025, to December 31, 2026.

This agreement comes as a result of the agreement between the Employer and Union regarding correcting the employer contribution for medical and adding the Engineering Pay Plan, for the term of the 2025-2026 CBA.

**The attached Article 13 – Medical Benefits will replace the current language effective January 1, 2025.**

**ARTICLE 13 - MEDICAL BENEFITS**

- 13.1 Effective January 1, 2025, the Employer contribution for premium cost will be up to \$1,150.00 (Eleven Hundred Fifty Dollars) per month.
- 13.2 Effective January 1, 2026, the Employer contribution for premium cost will be up to \$1,200.00

(Twelve Hundred Dollars) per month.

- A. For employees who are enrolled in the Premera Blue Cross (High Deductible) Plans, the Employer Contribution to the Health Savings Account (HSA) for the Employee Only Tier shall be the difference between the premium for Employee Only coverage and the Employer maximum contribution.
- B. For employees who are enrolled in any Premera Blue Cross Plan other than the Premera Blue Cross (High Deductible) Plans with Employee Only coverage, the Employer shall contribute the difference between the premium for the Employee Only Tier and the Employer maximum contribution to an HRA VEBA account for the employee.
- C. For employees enrolled in all other Premera Blue Cross plans or tiers, the employee will pay the difference between the premium and the employer's maximum contribution
- D. Employees can waive medical coverage; however, contributions must still be made for the mandatory Premera Blue Cross Dental, Basic Life Insurance and Basic Long-Term Disability (LTD). The employer shall contribute only the premium amount for the mandatory Premera Blue Cross Dental, Basic Life Insurance and Basic LTD for employees that waive medical coverage through Premera Blue Cross.

13.3 Effective for 2025-2026, the medical benefits package is subject to the provisions and actions of the Yakima County Employee Benefit Committee and subject to the final decisions of the Board of County Commissioners. CTP membership shall be allowed one (1) representative to serve as representative on the Employee Benefit Committee. The representative shall be nominated and elected by the CTP employees and shall serve a three (3) year term. Upon completion of the elected term, the nomination and election process shall take place. The composition of the committee will be part of the continued negotiations mentioned above.

13.4 Employees whose job classification falls under the County's Hearing Conservation Program are required to participate in the annual auditory testing.

**The attached pay plan Exhibit "B" will replace the current pay plan exhibit effective January 1, 2025.**



**EXHIBIT "B"**  
**CTP Pay Plan 2025-2026**  
**Effective January 1, 2025**

Represents a 3% across the board increase over 2024 pay plan

Pay Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	
A11	8 hr YR	34,442	35,131	35,834	36,551	37,282	38,027	38,788	39,564	40,355	41,162	41,985	42,825	43,681
	8 hr MO	2,870	2,928	2,986	3,046	3,107	3,169	3,232	3,297	3,363	3,430	3,499	3,569	3,640
A12	7.5 hr YR	32,290	32,936	33,594	34,266	34,952	35,651	36,364	37,091	37,833	38,589	39,361	40,148	40,951
	8 hr YR	37,153	37,896	38,654	39,427	40,215	41,020	41,840	42,677	43,530	44,401	45,289	46,195	47,119
A13	8 hr MO	3,096	3,158	3,221	3,286	3,351	3,418	3,487	3,556	3,628	3,700	3,774	3,850	3,927
	7.5 hr MO	2,903	2,961	3,020	3,080	3,142	3,205	3,269	3,334	3,401	3,469	3,538	3,609	3,681
B21	7.5 hr YR	34,831	35,527	36,238	36,963	37,702	38,456	39,225	40,010	40,810	41,626	42,458	43,308	44,174
	8 hr YR	39,876	40,674	41,488	42,317	43,164	44,027	44,907	45,806	46,722	47,656	48,609	49,581	50,573
B22	8 hr MO	3,323	3,390	3,457	3,526	3,597	3,669	3,742	3,817	3,893	3,971	4,051	4,132	4,214
	7.5 hr MO	3,115	3,178	3,241	3,306	3,372	3,440	3,508	3,579	3,650	3,723	3,798	3,874	3,951
B23	7.5 hr YR	37,384	38,132	38,895	39,672	40,466	41,275	42,101	42,943	43,802	44,678	45,571	46,483	47,412
	8 hr YR	43,419	44,287	45,173	46,076	46,998	47,938	48,896	49,874	50,872	51,889	52,927	53,986	55,065
B23	8 hr MO	3,618	3,691	3,764	3,840	3,916	3,995	4,075	4,156	4,239	4,324	4,411	4,499	4,589
	7.5 hr MO	3,392	3,460	3,529	3,600	3,672	3,745	3,820	3,896	3,974	4,054	4,135	4,218	4,302
B23	7.5 hr YR	40,705	41,519	42,350	43,196	44,060	44,942	45,840	46,757	47,692	48,646	49,619	50,612	51,624
	8 hr YR	46,961	47,900	48,858	49,835	50,832	51,849	52,886	53,943	55,022	56,123	57,245	58,390	59,558
B23	8 hr MO	3,913	3,992	4,072	4,153	4,236	4,321	4,407	4,495	4,585	4,677	4,770	4,866	4,963
	7.5 hr MO	3,669	3,742	3,817	3,893	3,971	4,051	4,132	4,214	4,299	4,385	4,472	4,562	4,653
B23	7.5 hr YR	44,026	44,906	45,804	46,721	47,655	48,608	49,580	50,572	51,583	52,615	53,667	54,741	55,835
	8 hr YR	50,490	51,499	52,529	53,580	54,652	55,745	56,860	57,997	59,157	60,340	61,547	62,778	64,033
B23	8 hr MO	4,207	4,292	4,377	4,465	4,554	4,645	4,738	4,833	4,930	5,028	5,129	5,231	5,336
	7.5 hr MO	3,945	4,023	4,104	4,186	4,270	4,355	4,442	4,531	4,622	4,714	4,808	4,904	5,003
7.5 hr YR	47,334	48,281	49,246	50,231	51,236	52,261	53,306	54,372	55,459	56,569	57,700	58,854	60,031	

Pay Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
8 hr	55,951	57,070	58,211	59,375	60,563	61,774	63,009	64,270	65,555	66,866	68,203	69,567	70,959
	MO	4,756	4,851	4,948	5,047	5,148	5,251	5,356	5,463	5,572	5,684	5,797	5,913
B24/B31	26,900	27,44	27,99	28,55	29,12	29,70	30,29	30,90	31,52	32,15	32,79	33,45	34,11
	MO	4,459	4,548	4,639	4,731	4,826	4,923	5,021	5,121	5,224	5,328	5,435	5,544
7.5 hr	52,454	53,503	54,573	55,664	56,777	57,913	59,071	60,253	61,458	62,687	63,941	65,219	66,524
8 hr	61,425	62,653	63,906	65,185	66,488	67,818	69,174	70,558	71,969	73,408	74,877	76,374	77,902
	MO	5,119	5,221	5,326	5,432	5,541	5,651	5,880	5,997	6,117	6,240	6,365	6,492
B25/B32	29,53	30,12	30,72	31,34	31,97	32,60	33,26	33,92	34,60	35,29	36,00	36,72	37,45
	MO	4,799	4,895	4,993	5,093	5,194	5,298	5,404	5,512	5,623	5,735	5,850	5,967
7.5 hr	57,586	58,737	59,912	61,110	62,333	63,579	64,851	66,148	67,471	68,820	70,197	71,601	73,033
8 hr	63,598	64,870	66,168	67,491	68,841	70,218	71,622	73,055	74,516	76,006	77,526	79,077	80,658
	MO	5,300	5,406	5,514	5,624	5,737	5,851	6,088	6,210	6,334	6,461	6,590	6,722
B26	30,58	31,19	31,81	32,45	33,10	33,76	34,43	35,12	35,82	36,54	37,27	38,02	38,78
	MO	4,969	5,068	5,169	5,273	5,378	5,486	5,595	5,707	5,822	5,938	6,057	6,178
7.5 hr	59,624	60,816	62,032	63,273	64,538	65,829	67,146	68,489	69,858	71,256	72,681	74,134	75,617
8 hr	65,772	67,088	68,429	69,798	71,194	72,618	74,070	75,551	77,062	78,604	80,176	81,779	83,415
	MO	5,481	5,591	5,702	5,816	5,933	6,051	6,173	6,296	6,422	6,550	6,681	6,815
C41	31,62	32,25	32,90	33,56	34,23	34,91	35,61	36,32	37,05	37,79	38,55	39,32	40,10
	MO	5,138	5,241	5,346	5,453	5,562	5,673	5,787	5,902	6,021	6,141	6,264	6,389
7.5 hr	61,661	62,895	64,152	65,435	66,744	68,079	69,441	70,829	72,246	73,691	75,165	76,668	78,201
8 hr	69,422	70,810	72,226	73,671	75,144	76,647	78,180	79,744	81,338	82,965	84,625	86,317	88,043
	MO	5,785	5,901	6,019	6,139	6,262	6,387	6,515	6,645	6,778	7,052	7,193	7,337
C42	33,38	34,04	34,72	35,42	36,13	36,85	37,59	38,34	39,11	39,89	40,68	41,50	42,33
	MO	5,424	5,532	5,643	5,756	5,871	5,988	6,108	6,230	6,355	6,482	6,611	6,744
7.5 hr	65,083	66,384	67,712	69,066	70,448	71,857	73,294	74,760	76,255	77,780	79,336	80,922	82,541
8 hr	73,058	74,519	76,009	77,529	79,080	80,662	82,275	83,920	85,599	87,311	89,057	90,838	92,655
	MO	6,088	6,210	6,334	6,461	6,590	6,722	6,856	6,993	7,133	7,276	7,421	7,570
C43	35,12	35,83	36,54	37,27	38,02	38,78	39,56	40,35	41,15	41,98	42,82	43,67	44,55
	MO	5,708	5,822	5,938	6,057	6,178	6,302	6,428	6,556	6,687	6,821	6,958	7,097
7.5 hr	68,492	69,861	71,259	72,684	74,138	75,620	77,133	78,675	80,249	81,854	83,491	85,161	86,864
8 hr	77,740	79,295	80,881	82,499	84,149	85,832	87,548	89,299	91,085	92,907	94,765	96,660	98,593
	MO	6,478	6,608	6,740	6,875	7,012	7,153	7,296	7,442	7,590	7,742	7,897	8,055
C44/C51	37,38	38,12	38,89	39,66	40,46	41,27	42,09	42,93	43,79	44,67	45,56	46,47	47,40
	YR	88,807	90,583	92,395	94,242	96,127	98,050	100,011	102,011	104,051	106,132	108,255	110,420
C45/C52	7,255	7,401	7,549	7,700	7,854	8,011	8,171	8,334	8,501	8,671	8,844	9,021	9,202
	HR	41,86	42,70	43,55	44,42	45,31	46,22	47,14	48,08	49,04	50,02	51,03	52,05



**Exhibit B  
Engineering Pay Plan  
Effective January 1, 2025**

Represents a 3% across the board increase over 2024 pay plan

Pay Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	
ENG22 8 hr	YR	50,394	51,402	52,430	53,478	54,548	55,639	56,752	57,887	59,045	60,225	61,430	62,659	63,912
	MO	4,199	4,283	4,369	4,457	4,546	4,637	4,729	4,824	4,920	5,019	5,119	5,222	5,326
	HR	24.23	24.71	25.21	25.71	26.23	26.75	27.28	27.83	28.39	28.95	29.53	30.12	30.73
ENG24 8 hr	YR	60,041	61,242	62,466	63,716	64,990	66,290	67,616	68,968	70,347	71,754	73,189	74,653	76,146
	MO	5,003	5,103	5,206	5,310	5,416	5,524	5,635	5,747	5,862	5,980	6,099	6,221	6,346
	HR	28.87	29.44	30.03	30.63	31.25	31.87	32.51	33.16	33.82	34.50	35.19	35.89	36.61
ENG25 8 hr	YR	65,915	67,234	68,578	69,950	71,349	72,776	74,231	75,716	77,230	78,775	80,350	81,957	83,597
	MO	5,493	5,603	5,715	5,829	5,946	6,065	6,186	6,310	6,436	6,565	6,696	6,830	6,966
	HR	31.69	32.32	32.97	33.63	34.30	34.99	35.69	36.40	37.13	37.87	38.63	39.40	40.19
ENG26 8 hr	YR	67,893	69,251	70,636	72,048	73,489	74,959	76,458	77,987	79,547	81,138	82,761	84,416	86,104
	MO	5,658	5,771	5,886	6,004	6,124	6,247	6,372	6,499	6,629	6,762	6,897	7,035	7,175
	HR	32.64	33.29	33.96	34.64	35.33	36.04	36.76	37.49	38.24	39.01	39.79	40.58	41.40
ENG41 8 hr	YR	70,608	72,021	73,461	74,930	76,429	77,957	79,517	81,107	82,729	84,384	86,071	87,793	89,549
	MO	5,884	6,002	6,122	6,244	6,369	6,496	6,626	6,759	6,894	7,032	7,173	7,316	7,462
	HR	33.95	34.63	35.32	36.02	36.74	37.48	38.23	38.99	39.77	40.57	41.38	42.21	43.05
ENG42 8 hr	YR	74,497	75,987	77,506	79,056	80,638	82,250	83,895	85,573	87,285	89,030	90,811	92,627	94,480
	MO	6,208	6,332	6,459	6,588	6,720	6,854	6,991	7,131	7,274	7,419	7,568	7,719	7,873
	HR	35.82	36.53	37.26	38.01	38.77	39.54	40.33	41.14	41.96	42.80	43.66	44.53	45.42
ENG43 8 hr	YR	78,399	79,967	81,566	83,197	84,861	86,558	88,290	90,055	91,856	93,694	95,567	97,479	99,428
	MO	6,533	6,664	6,797	6,933	7,072	7,213	7,357	7,505	7,655	7,808	7,964	8,123	8,286
	HR	37.69	38.45	39.21	40.00	40.80	41.61	42.45	43.30	44.16	45.04	45.95	46.86	47.80
ENG44 8 hr	YR	83,424	85,092	86,794	88,530	90,300	92,106	93,948	95,827	97,744	99,699	101,693	103,727	105,801
	MO	6,952	7,091	7,233	7,377	7,525	7,676	7,829	7,986	8,145	8,308	8,474	8,644	8,817
	HR	40.11	40.91	41.73	42.56	43.41	44.28	45.17	46.07	46.99	47.93	48.89	49.87	50.87
ENG45 8 hr	YR	93,430	95,299	97,205	99,149	101,132	103,155	105,218	107,322	109,469	111,658	113,891	116,169	118,492
	MO	7,786	7,942	8,100	8,262	8,428	8,596	8,768	8,944	9,122	9,305	9,491	9,681	9,874
	HR	44.92	45.82	46.73	47.67	48.62	49.59	50.59	51.60	52.63	53.68	54.76	55.85	56.97

ENG22 Engineering Technician I  
 ENG24 Engineering Technician II  
 ENG25 Engineering Technician III  
 ENG26 Engineering Technician IV  
 ENG41 Engineer I  
 ENG42 Engineer II  
 ENG43 Engineer III  
 ENG44 Engineer IV  
 ENG45 Engineer V

**EXHIBIT "B"**  
**CTP Pay Plan 2025-2026**  
**Effective January 1, 2026**

Represents a 2% across the board increase over 2025 pay plan

Pay Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
A11	8 hr YR	35,834	36,551	37,282	38,027	38,788	39,564	40,355	41,162	41,985	42,825	43,681	44,555
	8 hr MO	2,928	3,046	3,107	3,169	3,232	3,297	3,363	3,430	3,499	3,569	3,640	3,713
A12	7.5 hr HR	16.89	17.57	17.92	18.28	18.65	19.02	19.40	19.79	20.19	20.59	21.00	21.42
	7.5 hr MO	2,745	2,856	2,913	2,971	3,030	3,091	3,153	3,216	3,280	3,346	3,413	3,481
A13	7.5 hr YR	32,936	34,266	34,952	35,651	36,364	37,091	37,833	38,589	39,361	40,148	40,951	41,770
	8 hr YR	37,896	39,427	40,215	41,020	41,840	42,677	43,530	44,401	45,289	46,195	47,119	48,061
B21	8 hr MO	3,158	3,221	3,286	3,351	3,418	3,556	3,628	3,700	3,774	3,850	3,927	4,005
	7.5 hr HR	18.22	18.58	18.96	19.33	20.12	20.52	20.93	21.35	21.77	22.21	22.65	23.11
B22	7.5 hr MO	2,961	3,020	3,080	3,142	3,205	3,334	3,401	3,469	3,538	3,609	3,681	3,755
	7.5 hr YR	35,527	36,238	36,963	37,702	38,456	40,010	40,810	41,626	42,458	43,308	44,174	45,057
B23	8 hr YR	40,674	41,488	42,317	43,164	44,027	44,907	46,722	47,656	48,609	49,581	50,573	51,585
	8 hr MO	3,390	3,457	3,526	3,597	3,669	3,742	3,893	3,971	4,051	4,132	4,214	4,299
B21	7.5 hr HR	19.55	19.95	20.34	20.75	21.17	22.02	22.46	22.91	23.37	23.84	24.31	24.80
	7.5 hr MO	3,178	3,241	3,306	3,372	3,440	3,508	3,650	3,723	3,798	3,874	3,951	4,030
B22	7.5 hr YR	38,132	38,895	39,672	40,466	41,275	42,101	43,802	44,678	45,571	46,483	47,412	48,360
	8 hr YR	44,287	45,173	46,076	46,998	47,938	48,896	49,874	50,872	52,927	53,986	55,065	56,167
B23	8 hr MO	3,691	3,764	3,840	3,916	3,995	4,156	4,239	4,324	4,411	4,499	4,589	4,681
	7.5 hr HR	21.29	21.72	22.15	22.60	23.05	23.98	24.46	24.95	25.45	25.95	26.47	27.00
B21	7.5 hr MO	3,460	3,529	3,600	3,672	3,745	3,896	3,974	4,054	4,135	4,218	4,302	4,388
	7.5 hr YR	41,519	42,350	43,196	44,060	44,942	46,757	47,692	48,646	49,619	50,612	51,624	52,656
B22	8 hr YR	47,900	48,858	49,835	50,832	51,849	53,943	55,022	56,123	57,245	58,390	59,558	60,749
	8 hr MO	3,992	4,072	4,153	4,236	4,321	4,495	4,585	4,677	4,770	4,866	4,963	5,062
B23	7.5 hr HR	23.03	23.49	23.96	24.44	24.93	25.93	26.45	26.98	27.52	28.07	28.63	29.21
	7.5 hr MO	3,742	3,817	3,893	3,971	4,051	4,214	4,299	4,385	4,472	4,562	4,653	4,746
B21	7.5 hr YR	44,906	45,804	46,721	47,655	48,608	50,572	51,583	52,615	53,667	54,741	55,835	56,952
	8 hr YR	51,499	52,529	53,580	54,652	55,745	57,997	59,157	60,340	61,547	62,778	64,033	65,314
B23	8 hr MO	4,292	4,377	4,465	4,554	4,645	4,833	4,930	5,028	5,129	5,231	5,336	5,443
	7.5 hr HR	24.76	25.25	25.76	26.27	26.80	27.88	28.44	29.01	29.59	30.18	30.79	31.40
B21	7.5 hr MO	4,023	4,104	4,186	4,270	4,355	4,531	4,622	4,714	4,808	4,904	5,003	5,103
	7.5 hr YR	48,281	49,246	50,231	51,236	52,261	54,372	55,459	56,569	57,700	58,854	60,031	61,232



Pay Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	
8 hr	YR	57,070	58,211	59,375	60,563	61,774	63,009	64,270	65,555	66,866	68,203	69,567	70,959	72,378
	MO	4,756	4,851	4,948	5,047	5,148	5,251	5,356	5,463	5,572	5,684	5,797	5,913	6,031
B24/B31	HR	27,44	27,99	28,55	29,12	29,70	30,29	30,90	31,52	32,15	32,79	33,45	34,11	34,80
	MO	4,459	4,548	4,639	4,731	4,826	4,923	5,021	5,121	5,224	5,328	5,435	5,544	5,655
7.5 hr	YR	53,503	54,573	55,664	56,777	57,913	59,071	60,253	61,458	62,687	63,941	65,219	66,524	67,854
8 hr	YR	62,653	63,906	65,185	66,488	67,818	69,174	70,558	71,969	73,408	74,877	76,374	77,902	79,460
	MO	5,221	5,326	5,432	5,541	5,651	5,765	5,880	5,997	6,117	6,240	6,365	6,492	6,622
B25/B32	HR	30,12	30,72	31,34	31,97	32,60	33,26	33,92	34,60	35,29	36,00	36,72	37,45	38,20
	MO	4,895	4,993	5,093	5,194	5,298	5,404	5,512	5,623	5,735	5,850	5,967	6,086	6,208
7.5 hr	YR	58,737	59,912	61,110	62,333	63,579	64,851	66,148	67,471	68,820	70,197	71,601	73,033	74,493
8 hr	YR	64,870	66,168	67,491	68,841	70,218	71,622	73,055	74,516	76,006	77,526	79,077	80,658	82,271
	MO	5,406	5,514	5,624	5,737	5,851	5,969	6,088	6,210	6,334	6,461	6,590	6,722	6,856
B26	HR	31,19	31,81	32,45	33,10	33,76	34,43	35,12	35,82	36,54	37,27	38,02	38,78	39,55
	MO	5,068	5,169	5,273	5,378	5,486	5,595	5,707	5,822	5,938	6,057	6,178	6,301	6,427
7.5 hr	YR	60,816	62,032	63,273	64,538	65,829	67,146	68,489	69,858	71,256	72,681	74,134	75,617	77,129
8 hr	YR	67,088	68,429	69,798	71,194	72,618	74,070	75,551	77,062	78,604	80,176	81,779	83,415	85,083
	MO	5,591	5,702	5,816	5,933	6,051	6,173	6,296	6,422	6,550	6,681	6,815	6,951	7,090
C41	HR	32,25	32,90	33,56	34,23	34,91	35,61	36,32	37,05	37,79	38,55	39,32	40,10	40,91
	MO	5,241	5,346	5,453	5,562	5,673	5,787	5,902	6,021	6,141	6,264	6,389	6,517	6,647
7.5 hr	YR	62,895	64,152	65,435	66,744	68,079	69,441	70,829	72,246	73,691	75,165	76,668	78,201	79,765
8 hr	YR	70,810	72,226	73,671	75,144	76,647	78,180	79,744	81,338	82,965	84,625	86,317	88,043	89,804
	MO	5,901	6,019	6,139	6,262	6,387	6,515	6,645	6,778	6,914	7,052	7,193	7,337	7,484
C42	HR	34,04	34,72	35,42	36,13	36,85	37,59	38,34	39,11	39,89	40,68	41,50	42,33	43,18
	MO	5,532	5,643	5,756	5,871	5,988	6,108	6,230	6,355	6,482	6,611	6,744	6,878	7,016
7.5 hr	YR	66,384	67,712	69,066	70,448	71,857	73,294	74,760	76,255	77,780	79,336	80,922	82,541	84,191
8 hr	YR	74,519	76,009	77,529	79,080	80,662	82,275	83,920	85,599	87,311	89,057	90,838	92,655	94,508
	MO	6,210	6,334	6,461	6,590	6,722	6,856	6,993	7,133	7,276	7,421	7,570	7,721	7,876
C43	HR	35,83	36,54	37,27	38,02	38,78	39,56	40,35	41,15	41,98	42,82	43,67	44,55	45,44
	MO	5,822	5,938	6,057	6,178	6,302	6,428	6,556	6,687	6,821	6,958	7,097	7,239	7,383
7.5 hr	YR	69,861	71,259	72,684	74,138	75,620	77,133	78,675	80,249	81,854	83,491	85,161	86,864	88,601
8 hr	YR	79,295	80,881	82,499	84,149	85,832	87,548	89,299	91,085	92,907	94,765	96,660	98,593	100,565
	MO	6,608	6,740	6,875	7,012	7,153	7,296	7,442	7,590	7,742	7,897	8,055	8,216	8,380
C44/C51	HR	38,12	38,89	39,66	40,46	41,27	42,09	42,93	43,79	44,67	45,56	46,47	47,40	48,35
	YR	88,807	90,583	92,395	94,242	96,127	98,050	100,011	102,011	104,051	106,132	108,255	110,420	112,628
C45/C52	MO	7,401	7,549	7,700	7,854	8,011	8,171	8,334	8,501	8,671	8,844	9,021	9,202	9,386
	HR	42,70	43,55	44,42	45,31	46,22	47,14	48,08	49,04	50,02	51,03	52,05	53,09	54,15

**Exhibit B  
Engineering Pay Plan  
Effective January 1, 2026**

Represents a 2% across the board increase over 2025 pay plan

Pay Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
ENG22 8 hr	YR	51,402	52,430	53,478	54,548	56,752	57,887	59,045	60,225	61,430	62,659	63,912	65,190
	MO	4,283	4,369	4,457	4,546	4,729	4,824	4,920	5,019	5,119	5,222	5,326	5,432
	HR	24.71	25.21	25.71	26.23	26.75	27.28	27.83	28.39	28.95	29.53	30.12	30.73
ENG24 8 hr	YR	61,242	62,466	63,716	64,990	67,616	68,968	70,347	71,754	73,189	74,653	76,146	77,669
	MO	5,103	5,206	5,310	5,416	5,635	5,747	5,862	5,980	6,099	6,221	6,346	6,472
	HR	29.44	30.03	30.63	31.25	31.87	32.51	33.16	33.82	34.50	35.19	35.89	36.61
ENG25 8 hr	YR	67,234	68,578	69,950	71,349	72,776	74,231	75,716	77,230	78,775	80,350	81,957	83,597
	MO	5,603	5,715	5,829	5,946	6,065	6,186	6,310	6,436	6,565	6,696	6,830	6,966
	HR	32.32	32.97	33.63	34.30	34.99	35.69	36.40	37.13	37.87	38.63	39.40	40.19
ENG26 8 hr	YR	69,251	70,636	72,048	73,489	74,959	76,458	77,987	79,547	81,138	82,761	84,416	86,104
	MO	5,771	5,886	6,004	6,124	6,247	6,372	6,499	6,629	6,762	6,897	7,035	7,175
	HR	33.29	33.96	34.64	35.33	36.04	36.76	37.49	38.24	39.01	39.79	40.58	41.40
ENG41 8 hr	YR	72,021	73,461	74,930	76,429	77,957	79,517	81,107	82,729	84,384	86,071	87,793	89,549
	MO	6,002	6,122	6,244	6,369	6,496	6,626	6,759	6,894	7,032	7,173	7,316	7,462
	HR	34.63	35.32	36.02	36.74	37.48	38.23	38.99	39.77	40.57	41.38	42.21	43.05
ENG42 8 hr	YR	75,987	77,506	79,056	80,638	82,250	83,895	85,573	87,285	89,030	90,811	92,627	94,480
	MO	6,332	6,459	6,588	6,720	6,854	6,991	7,131	7,274	7,419	7,568	7,719	7,873
	HR	36.53	37.26	38.01	38.77	39.54	40.33	41.14	41.96	42.80	43.66	44.53	45.42
ENG43 8 hr	YR	79,967	81,566	83,197	84,861	86,558	88,290	90,055	91,856	93,694	95,567	97,479	99,428
	MO	6,664	6,797	6,933	7,072	7,213	7,357	7,505	7,655	7,808	7,964	8,123	8,286
	HR	38.45	39.21	40.00	40.80	41.61	42.45	43.30	44.16	45.04	45.95	46.86	47.80
ENG44 8 hr	YR	85,092	86,794	88,530	90,300	92,106	93,948	95,827	97,744	99,699	101,693	103,727	105,801
	MO	7,091	7,233	7,377	7,525	7,676	7,829	7,986	8,145	8,308	8,474	8,644	8,817
	HR	40.91	41.73	42.56	43.41	44.28	45.17	46.07	46.99	47.93	48.89	49.87	50.87
ENG45 8 hr	YR	95,299	97,205	99,149	101,132	103,155	105,218	107,322	109,469	111,658	113,891	116,169	118,492
	MO	7,942	8,100	8,262	8,428	8,596	8,768	8,944	9,122	9,305	9,491	9,681	9,874
	HR	45.82	46.73	47.67	48.62	49.59	50.59	51.60	52.63	53.68	54.76	55.85	56.97
		ENG22	Engineering Technician I	ENG42	Engineer II								
		ENG24	Engineering Technician II	ENG43	Engineer III								
		ENG25	Engineering Technician III	ENG44	Engineer IV								
		ENG26	Engineering Technician IV	ENG45	Engineer V								
		ENG41	Engineer I										



IN WITNESS WHEREOF, the parties have executed this Agreement on this 4~~th~~ day of February, 2025.

**FOR THE EMPLOYER:**  
**Yakima County**

**FOR THE CTP GROUP:**  
**Yakima County**  
**Clerical, Technical and Professional Employee Group**

*Kyle Curtis*

*[Signature]*

Kyle Curtis, Chair  
Yakima County Board of County Commissioners

John Stanton President

*LaDon Linde*

*Jennifer Walker*

LaDon Linde, Commissioner  
Yakima County Board of County Commissioners

Jennifer Walker, Vice President

EXCUSED

*[Signature]*

Amanda McKinney, Commissioner  
Yakima County Board of County Commissioners

Aaron Cohen, Member at Large

*Lisa Freund*

Lisa Freund, Director of Public Services

BOCC Agreement

*[Signature]*

Matt Pietrusiewicz, County Engineer

034-2025

Yakima County, WA

*Judith A. Kendall*  
Judith A. Kendall, Human Resources Director

Attest:



*[Signature]*

Julie Lawrence, Clerk of the Board or  
Erin Franklin, Deputy Clerk of the Board

Approved as to form:

*Hefame Weigand*

Deputy Prosecuting Attorney